

PARISH TRANSFORMATION PLAN



OUR LADY
OF
MOUNT
CARMEL

December 2014

*Archdiocesan Approval
February 2015*

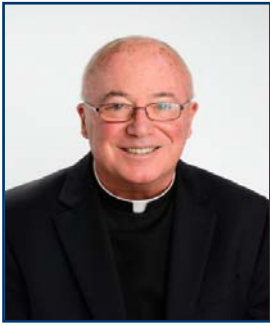
Our Lady of Mount Carmel



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Message from Our Pastor

January 2015

Dear Parish Family,

This document, our Parish Transformation Plan, represents the prayer, discussion, gathering of information gleaned from interviews, surveys and dialogue, sharing and strategizing of many people over the last three and a half months. The result is a plan of action to guide us over the next five years and some concrete goals we seek to achieve.

In our meetings and gatherings, we attempted to dream big dreams and explore practical ways in which they might be realized. We looked at needs and hopes for our shared parish life and brainstormed about ways we might meet them. We examined the good things we have, the things we do well, and the areas in which we are floundering or seriously lacking.

As you might imagine, there were some lively exchanges, differing opinions, strong disagreements, and the need to take a few serious “deep breaths.” But these were overshadowed by some wonderful shared prayer, a sense of common purpose, encouraging and able facilitators, and a growing camaraderie as we considered the excitement of new possibilities.

In this document are some mandates that need to be achieved as quickly as possible, and they will be our highest priorities. Other goals and aspirations may take a little more time, or need more careful cultivation, or will require financial support as well as a willingness on the part of our parishioners to engage in ministries and voluntarism to make them happen.

I think the plan is ambitious, but not daunting or unrealistic. While we might not achieve all of it in five years, I do not wish to take any of it off the table. We need to keep it before us as hope, as motivation, as inspiration. I am extremely grateful to everyone who shared their ideas, took part in the process, and prayed for the committees who shaped the final document. To those who attended the meetings and developed the final plan, we owe at least a five-year debt of gratitude.

I am very grateful and will try to show that by doing my best to help us implement these goals.

God bless you.

Fr. Pat

Our Lady of Mount Carmel Church

MISSION NARRATIVE

Theme: We, the people of Our Lady of Mount Carmel Parish, aspire to be a Family of Faith in Christ, called by our patroness, Our Lady of Mount Carmel, to come together as a community and to be sent forth as missionaries; to gather each other in, raise each other up, and challenge ourselves and our community to reflect Christ's love.

Narrative: We, the people of Our Lady of Mount Carmel Parish, look to our patroness to strengthen us and to send us forth as she instructed, both at Mount Carmel and at the wedding at Cana.

As at the wedding of Cana, when Christ and Mary celebrated the beauty of that marriage, we, too, celebrate our many blessings of great beauty: our uplifting liturgy and music; our growing and effective outreach programs; our award-winning school which offers many enriching opportunities for children; and the great diversity of our parishioners who bring such rich blessings in so many ways. We are a joyful family that celebrates together, and we also are summoned to respond to Christ's call. As the Blessed Mother said to those at Cana, she also says to us: "Do whatever He tells you." (John 2: 5)

Our Lady of Mount Carmel gave the same guidance to the first Carmelite monks, who lived as hermits on an isolated mountain in seclusion from the strife of the world. Our Lady challenged them to a radical conversion and to stretch themselves by going out and publicly professing the Gospel. We, too, are called by Our Lady to build on our deep contemplative and liturgical traditions and to go out into the world, into our community, as a strong family of faith, spreading the Word and Peace of God.

Like the first monks on the original Mount Carmel, we value the contemplative life. We seek to further peace in the community. We strive to move from contemplative prayer to active ministry, opening the doors and serving those outside our parish as we make Christ known throughout the world; particularly to the poor, the forgotten, and the victims of injustice, violence, and oppression – to all those in great spiritual and material need.

As at Cana, we seek "to prepare the way for Christ so that His glory will be revealed and many disciples will come to believe in Him." (John 2:11) It is our goal to reach those who have left the Church or who are inactive, to welcome them, and to bring them back home. We also recognize our responsibility to meet all members of the Church at all stages of spiritual life, whether they are children, teens, young adults, or adults of middle or advanced age. To fulfill this mission, we must warm up our lives through community-building within and among generations. And for those who are not yet members of our parish and Church, we will reach out to welcome them, and to provide good beginnings, sound preparation, and celebrations of the joys of life in Christ. Our parish will challenge our parishioners, but it will welcome and support them.

Our life together as the family of Our Lady of Mount Carmel Parish, guided by our patroness, will actively Gather us in, Raise us up, Challenge us, And send us forth to be a community of Christly love in Lakeview.



MISSION ACTION PLAN

Objectives and Actions	Time	Owner	Measureable Goal
Focus Area #1: Communion			
<p>1. Establish a Parish Council, presided over by the Pastor, to:</p> <ul style="list-style-type: none"> • Develop pastoral programs within the parish (some indicated below) • Improve pastoral services • Evaluate the effectiveness of pastoral programs and services • Assist and advise the Pastor • Oversee the Mission Committee 	January 15, 2015	Fr. Pat Lee	Parish Council will be appointed and will hold its first meeting; minutes of first meeting published
<p>2. Increase opportunities for parishioners to meet and get to know each other:</p> <ul style="list-style-type: none"> • Establish greeter ministry • Begin parish-wide social activities—dinners, games nights, festivals, Christmas caroling by bus, ice cream/chili gatherings, landscaping • Institute gatherings after every Mass – not necessarily every Mass every week • Initiate “buddy system” for those who are ill, homebound, or alone • Establish a Welcoming Committee to welcome and orient new parishioners. 	June 1, 2015 July 16, 2015 Fall 2015 January 2016 Spring 2016	Robert Bailey Mary Jo Pinto Judy Smith Robert Bailey Robert Bailey Dian Weddle Dian Weddle Mary Jo Pinto Denise Wagner Parish Council	<p>First greeters on site</p> <p>Party on July 16, 2015 Published calendar of events</p> <p>First gathering after 11:00 am Mass</p> <p>At least one set of contacts developed and in place</p> <p>Orientation held quarterly; new parishioners welcomed at Mass on First Sunday of the Month.</p>
<p>3. Increase community by developing and improving communications throughout the parish</p> <ul style="list-style-type: none"> • form OLMC Communications Committee with Technology Subcommittee • Produce weekly OLMC TV teens program • Enhance the parish’s use of technology and the effectiveness of its website: • Develop Parish Vocation Directory that includes the career fields/areas of expertise of parish members so that those members can assist in parish goals that relate to their areas of expertise and also assist other parishioners who may need their skills • develop monthly news journal • work with seventh and eighth graders to serve as contributors for youth interests 	March 1, 2015 2017 January 15, 2015 TBD	Bryan Foster John Miklaszewski Gordon Nary Gordon Nary Ed Villasenor John Miklaszewski Bryan Foster Gordon Nary	<p>Minutes of first meeting presented to Parish Council</p> <p>Plan developed and approved by Parish Council, budget and show #1</p> <p>Publish directory</p> <p>First news journal produced</p>

MISSION ACTION PLAN (continued)

Objectives and Actions	Time	Owner	Measureable Goal
Focus Area #2: Evangelization			
<p>1. Form OLMC Evangelization Committee</p> <ul style="list-style-type: none"> • Develop plan for evangelization in the parish • Designate responsibility for elements of the plan • Oversee the implementation of the OLMC Evangelization Plan (which will include actions below) 	<p>July 1, 2015</p> <p>October 1, 2015</p>	<p>Parish Council</p> <p>Parish Council</p>	<p>First meeting held and minutes produced</p> <p>Present plan to parish</p>
<p>2. Become more visible in living our faith:</p> <ul style="list-style-type: none"> • Invite people to church • Reach out to people one on one • Develop a Faith Day program • Outdoor Prayer Service • Promote attendance at ecumenical stations of the cross • Increase the involvement of OLMC as a parish which is involved in social justice issues: murder rate, homelessness, domestic violence, hunger, victims of abuse, bullying • Study issues that cause people to leave the faith: host "Catholics Coming Home" annually • Invite them to come back and renew • Identify and minister to alienated groups such as divorced, LGBT, etc. • Increase the visibility of the parish and interaction among parishioners: • At weekly Mass, offer petitions for those who have been victims of violence in the city in the past week 	<p>TBD by Evangelization Plan</p> <p>TBD by Evangelization Plan</p>	<p>TBD</p> <p>TBD</p>	<p>TBD</p> <p>TBD</p>
<ul style="list-style-type: none"> • Partner with our sharing parish, Assumption BVM/Kolbe House, to share time and talents 	<p>March 2016</p>	<p>Parish Council</p> <p>Gordon Nary</p>	<p>Determined by Parish Council</p>

*We are a joyful family that celebrates together, and we also are summoned to respond to Christ's call. As the Blessed Mother said to those at Cana, she also says to us: "Do whatever He tells you."
(John 2: 5)*

MISSION ACTION PLAN (continued)

Objectives and Actions	Time	Owner	Measureable Goal
Focus Area #3: Catechesis			
1. Form OLMC Catechetical Board <ul style="list-style-type: none"> Develop plan for catechesis in the parish Designate responsibility for elements of the plan Oversee the implementation of the OLMC Catechesis Plan (which will include actions below) 	May 15, 2015	Archdiocese Razia Khokhar Matt Ambre	
2. Implement catechesis programs for all ages and levels of spiritual development: <ul style="list-style-type: none"> Review formation of current and new catechists Survey catechists on training and support Survey parents about timing of religious education for children (best day, time) Establish best practices for training Establish family catechesis program Expand the involvement of parishioners in the weekend Mass, and particularly families at 9:30 a.m. Mass with greeters in addition to ushers, readers, EMHCs, children's liturgists and choristers Establish program/s and opportunities for parishioners to deepen their spiritual lives Develop programs to support the elderly, those with disabilities, the dying, and the marginalized. Develop ways to teach stewardship, emphasizing that talents and time are critical donations. Consider developing an RCIA program for cradle Catholics or invite parishioners to join current RCIA programs so that experience will encourage all to recommit to faith Discover what areas of faith people would like to talk about: relationships, raising children, loneliness, etc. or why they have fallen away Add a link to "Relevant Radio" on website Consider "Dynamic Catholic" Program 	TBD by Catechesis Plan TBD TBD March 2015 TBD TBD TBD TBD	Religious Ed Committee Fr. Pat Lee Dawn Stackowicz Wayne Smith Barbara Weithaus	
3. Develop youth catechesis program: <ul style="list-style-type: none"> Add part-time Youth Minister (responsibilities added to Development Director) Develop youth leadership from current students, establishing a Youth Committee to coordinate activities geared toward youth Organize service opportunities for youth Get young people more involved in the liturgy Send OLMC delegation to the next World Youth Day July 15-31, 2016, in Krakow, Poland. 	TBD	Ed Villasenor Religious Ed Committee Dominic Moretti	
4. Implement an annual Lenten Parish Mission	TBD	Pastor, Evangelization Committee	Mission becomes part of annual parish calendar.
5. Organize Community Based Speaker Series on topics that parishioners have expressed interest in and that will appeal to all levels/ages across the parish	January 2016	John Miklaczewski Elaine Lindia Dawn Stackowicz	Publish calendar of speakers for 2016

SCHOOL/EDUCATION ACTION PLAN

Objectives and Actions	Time	Owner	Measureable Goal
Focus Area #1: Improve facilities and financial aid			
1. Complete the capital campaign	December 2016	Principal	We have a gym and two classrooms
Provide air conditioning in the school	December 2019	Principal	Air conditioning is installed and functioning
Renovate teacher and lower Casey Hall girls' bathrooms	December 2017	Principal	Upgraded bathrooms
4. Establish appropriate annual level of parish support of school based on consensus between parish council and school board, and including consideration of The Learning Center tuition	December 2016	Pastor, School Board and Parish Council	Percentage of parish annual budget to be dedicated to school
Market the availability of financial aid	September 2015	Finance Council and Development Director	A fund of sufficient size to increase enrollment
Focus Area #2: Enrollment			
Increase enrollment by expanding Pre-K with three day program	September 2016	Principal	Program exists
Focus Area #3: School contribution to parish mission			
Increase volunteer opportunities at school and in the religious education program for senior parishioners	September 2015	Parish Council and Faculty	Parishioner volunteers
2. Increase <i>Virtus</i> / Safe Environment training for non-parent parishioners	June 2015 and September 2015	Parish Council	More parishioners trained and involved
Focus Area #4: Develop curriculum and Catholic identity of School			
1. Priests at school regularly and more frequently	2014	Pastor and Principal	A scheduled rotation of priests through the school
Establish a full-time counseling position to assist students and families with special needs program as well as counseling on behavioral and crisis management issues.	September 2016	Pastor and Principal	Position established
Focus Area #5: Improve School finances			
Create partnerships with local businesses to support school	September 2016	Development Director	2 businesses donating monetary or gifts in kind each year
Appoint a local Catholic business person to the School Board	September 2015	Fr. Pat	Business person on board

FINANCE ACTION PLAN

Objectives and Actions	Time	Owner	Measurable Goal
Focus Area #1: Fund a Communication System			
<ul style="list-style-type: none"> Establish Stewardship Committee 	June 20, 2015	Parish Council and Finance Council	Develop alternate display/promotion opportunities for online giving via website and online platforms. Target 4+ "posts" per month promoting online or special giving. Explore weekly communications by 2016 February 2015 Visit St. Clement's to meet/interview their Communications Department
Focus Area #2: "18/18/18/18" Initiative			
<ul style="list-style-type: none"> Register 9 new parishioners per quarter in collaboration with Evangelization Committee Post-Mass registrations – Target high-attendance seasons, i.e. Advent, Easter Coordination w/OLMCA events to register school families Online (Facebook and website) registration capabilities Registration appeals during announcements and in bulletins 	Immediately (Capitalize on Advent 2014)	Part-time Finance Subcommittee in collaboration with part-time Hospitality or Evangelization Subcommittees	Register 9 new parishioners per quarter, 36 new parishioners in first year
<ul style="list-style-type: none"> Reengage 9 parish members with flagging attendance per quarter in collaboration with Evangelization Committee Systematic review of membership vs. attendance utilizing registration and envelope systems. Develop mailer to try to confirm parishioner addresses; trim or expand giving envelope mailing list accordingly. Publishing of financial info in bulletins to promote giving, especially in winter months. Development of supporting events to bring people in outside of Mass. 	Second quarter 2015 indefinitely	Part-time Finance, Hospitality, and Evangelization Committees	Reengage 9 current parishioners with flagging attendance per quarter to achieve an 18% increase over five years.
<ul style="list-style-type: none"> Increase giving of active parishioners by 18% Pulpit testimonials (i.e. "If the whole parish gave 18% more/week...") Encourage weekly electronic giving Bulletin "Financial Corner" to publicize effects of parish gifts Expand Gratitude campaigns for active parishioners 	Third quarter 2015 indefinitely	Part-time Finance Committee	Measured increase in giving by 18% within 18 months
Focus Area #3: Capital Repairs Fund			
<ul style="list-style-type: none"> <i>To Teach Who Christ Is</i> Campaign Archdiocesan Capital Campaign with 60% of funds raised staying in parish, as well as anything over 100% of target Part-time Finance Committee to support in any way feasible/requested by parish leadership 	Starting Lent 2015	Parish and School Leadership	TBD

FINANCE ACTION PLAN (continued)

Objectives and Actions	Time	Owner	Measureable Goal
<p>Development of Parish Annual Event(s)</p> <ul style="list-style-type: none"> • Creation of one or more annual events to engage full range of parish members and build community as well as to raise funds to support capital projects and savings in the parish. • OLMC parish constituencies to keep in mind include: <ul style="list-style-type: none"> Seniors living alone Gay singles and couples Young adults starting their careers Young families who may or may not have a connection to the school • Review notable events of neighboring parishes, evaluate opportunities for support/donation within our own parish, create master plan for event formulation • Part-time Finance representative to retain responsibility for budget/projections for event to maintain profitability 	<p>Target date for first event Summer 2016; planning to commence spring 2015</p>	<p>Communion Committee</p>	<p>Plan in place by spring 2015</p>

We, the people of Our Lady of Mount Carmel Parish, aspire to be a Family of Faith in Christ, called by our patroness, Our Lady of Mount Carmel, to come together as a community and to be sent forth as missionaries; to gather each other in, raise each other up, and challenge ourselves and our community to reflect Christ's love.



Planning Priorities for 2015

The following are the priorities that OLMC will address in the first year of the Transformation Plan. These priorities will, in large part, establish the systems and environments we will need to complete the plan in the next five years.

- January 15th** Establish a Parish Council, presided over by the Pastor
- January 15th** Develop Parish Vocation Directory that includes the career fields/areas of expertise of parishioners
- Spring** Develop plan for annual parish events
- Lent** Start campaign To Teach Who Christ Is
- February** Visit St. Clement's to meet/interview their Communications Department.
- March 1st** Form Communications Committee with Technology Subcommittee
- Develop monthly newsjournal; work with seventh and eighth graders to serve as contributors for youth interests
- March 15th** Establish program/s opportunities for parishioners to deepen their spiritual lives
- May 1st** Establish OLMC Catechetical Board
- June 1st** Establish Greeter Ministry
- June 20th** Establish Stewardship Committee
- Offer Virtus/Safe Environment training
- July 1st** Establish Evangelization Committee
- July 16th** Begin parish-wide social activities
- Host parish party to observe the feast of Our Lady of Mount Carmel
- 2nd Quarter** Re-engage 9 parish members
- Fall** Institute gatherings after every Mass – not necessarily every Mass every week
- September** Offer Virtus/Safe Environment training
- Market the availability of financial aid for Mount Carmel Academy
- Increase volunteer opportunities at school and the religious education program for senior parishioners
- Appoint local business person to the OLMCA School Board
- October 1st** Finalize and begin implementation of OLMC Evangelization Plan
- 3rd Quarter** Increase giving by 18%

MISSION ACTION PLAN (continued)	2015												2016												2017												2018	2019
	Progress												Progress												Progress												2018	2019
	Status												Status												Status												2018	2019
AREA OF FOCUS	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D		
Focus 2: Evangelization																																						
Form Catechetical Board																																						
Develop Catechesis Plan																																						
Review Formation of Catechists																																						
Family Catechesis Program																																						
Establish Programs for Spiritual Growth																																						
Program to Support Elderly																																						
Program to Support Disabled																																						
Program to Support Dying																																						
Program to Support Marginalized																																						
Program to Teach Stewardship																																						
Survey Parishioners Spiritual Interests																																						
Add a Link to "Relevant Radio" on website																																						
RCIA Program for Cradle Catholics																																						
Consider "Dynamic Catholic" Program																																						
Youth Catechesis Program																																						
Community Based Speaker Series																																						
Host an annual Lenten Mission																																						

SCHOOL ACTION PLAN	2015												2016												2017												2018	2019
	Progress												Progress												Progress												2018	2019
	Status												Status												Status												2018	2019
AREA OF FOCUS	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D		
Focus 1: Facilities & Financial Aid																																						
Complete Capital Campaign																																						
Air-condition School																																						
Renovate Bathrooms																																						
Establish Appropriate Parish Support																																						
Maintain Availability of Financial Aid																																						
Focus 2: Enrollment																																						
Consider 3-Day Pre-K Program																																						

Acknowledgements

Our Lady of Mount Carmel Parish is deeply indebted to many who have responded to Mary's directive at Cana to "do whatever He tells you." In responding to that call, we have indeed become ever more joyful as a family.

We would first like to acknowledge our brothers and sisters in the Parish Transformation Office of the Archdiocese of Chicago. Our great thanks to Rev. Ron Lewinski, the Cardinal's Delegate for Parish Transformation; to Timothy Weiske, our Parish Transformation Leader; and to Anne Marie Tirpak, who guided and directed us through the transformation process with such respect, understanding and good humor.

For their faithful and long service in conceptualizing and drafting the Transformation Plan, we acknowledge with grateful hearts the nearly fifty parishioners of Our Lady of Mount Carmel who invested their time, energy and insight over the twelve weeks of the Parish Transformation process, as well as the 100+ parishioners who took the time to fill out the survey and to give us their thoughts and concerns. In particular, we recognize the three committees that thought through the elements of the Transformation Plan and articulated the priorities that finally appear in the plan. We want to specifically recognize the following dedicated members of our parish who persevered through the twelve weeks of the transformation process and invested deeply in the process:

Thank you...

Matt Ambre
Robert Bailey
Julie Barreda
Linda Bendixen
Kari Broz
Amber David
Katherine Delaney
Bryan Foster
Tom Kanyock
Mark Keilman
Elaine Lindia

Katie McConnell
Cathy McGuire
John Miklaszewski
Dennis Minichello
Janine Minichello
Kate Mulligan
Gordon Nary
Bob O'Malley
MaryJo Pinto
Judy Smith
Wayne Smith

Judy Spriggs
Katie Springstead
Dawn Stackowicz
Ed Villasenor
Denise Wagner
Pete Warner
Dian Weddle
Phil Weiler
Barbara Weithaus

May God continue to bless Our Lady of Mount Carmel Parish as it implements this plan that has resulted from so much dedication and grace.

Father Pat and the Staff of Our Lady of Mount Carmel Parish

Volunteer Sheet

It is clear from the OLMC Parish Transformation Plan that the fulfillment of the plan will be dependent upon the very active involvement of volunteers from the parish. If you are willing and interested in serving the parish and its good works as a volunteer, please indicate so below.

Name: _____

Contact Information: Phone: _____ Email: _____

Please check in which areas you are interested to serve as a volunteer:

- Parish Council
- Mission Committee
 - Greeter Ministry
 - Parish-wide Social Activities
 - Gatherings After Mass
 - "Buddy System" for the ill, homebound or alone
 - Welcoming Committee for new parishioners
- Communication Committee
 - Technology Subcommittee
 - Weekly OLMC TV Teens Program
 - Enhance use of technology and website
 - Develop Parish Vocation Directory
 - Monthly Newsjournal
- Evangelization Committee
 - Reach Out to People one on one
 - Faith Day program
 - Outdoor prayer service
 - Increase involvement of parish in social action
 - Host "Catholics Coming Home"
 - Minister to alienated: divorced, LGBT, etc.
 - Increase visibility of parish
 - Partner with Sharing Parish
- Wherever I am most needed.
- Catechetical Board
 - Review formation of current & new catechists
 - Establish family catechesis program
 - Provide opportunities for parishioners to deepen spiritually
 - Develop programs to support elderly, disabled, dying
 - Teach stewardship
 - Develop RCIA for cradle Catholics
 - Develop Youth Catechesis program
 - Organize service opportunities for youth
 - Send OLMC delegation to World Youth Day
 - Organize Community Based Speaker Series
- Volunteer at OLMC Academy
 - Improve facilities
 - Market availability of financial aid
 - Expand Pre-K with 3-day program
 - Assist with religious education program
 - Create partnerships with local businesses
- Stewardship Committee
 - Work to bring new parishioners
 - Work to increase giving of parishioners
 - Work on *To Teach Who Christ Is* campaign
 - Develop a Parish Annual Event to engage parishioners

Comments:

Please return form to the Volunteer/Planning Office in the Parish Ministry Center at 708 West Belmont, (773) 525-0453), place in the collection basket, or leave with the ushers at the back of church. Many thanks and God bless you.

If you have questions, concerns or comments, please phone/email/drop by:

Contact: **Father Pat Lee:**

Phone: **773 525 0453, x20**

Email: **olmcinfo1@aol.com**



Our Patron Saint
Our Lady of Mount Carmel

Our Lady of Mount Carmel Church • Chicago, IL
Founded 1886